



SAMPLE MATERIAL

Key Ideas of Professional Learning Communities

Edgemont Elementary School, California

Topic: Turning Around Chronically Low-Performing Schools

Practice: Committed Staff

This PowerPoint presentation was used in a series of staff meetings to review the foundational principles of professional learning communities: Focus on Learning, Collaborative Culture, and Focus on Results. During these presentations, staff applied the principles to collaboratively create statements that reflect the mission, vision, values, and goals for the school.

The foundation of Professional Learning Communities



Mission
Vision
Values
Goals

*Adapted from presentation by Mike Mattos, Pioneer Middle School, Tustin, CA

*Includes information gathered from *Professional Learning Communities* conferences.

The three “Big Ideas” of Professional Learning Communities:

1. Focus on learning
2. A collaborative culture – TEAMWORK!
3. Focus on results

We must harness the collective intelligence of the team to insure the success of all students.



1. Focus on learning:

If the purpose of school is truly to ensure high levels of learning for all students, schools will:

- Clarify what each student is expected to learn.
- Monitor each student's learning on a timely basis.
 - Common assessments - Formative/Summative
 - Consistent Grading - Agree on criteria of quality work
 - Collaborate about the results of assessment data
- Intervention in a timely manner for those students that are not meeting standards.

2. A collaborative culture:

What is collaboration?

Collaboration is a systematic process in which teachers work together interdependently to achieve common goals linked to the purpose of learning for all.

-DuFour, DuFour, and Eaker

- Collaboration must focus on learning!
- Time for collaboration embedded in contractual day.
- Norms for collaboration are established by teams.
- Purpose is to monitor student progress and examine current practices and their consequences.
- Method is analyzing scores, identifying strengths and weaknesses, and developing ways to address them.
- Collaboration (challenging one another, encouraging each other, holding each other accountable) requires vulnerability and trust!!!

3. Focus on Results:

TEAMS must be able to answer the following essential questions:

1. What do we expect students to learn?
 - Essential Standards
 - SMART goals
2. How will we know when they've learned it?
 - Common Formative Assessments
 - Summative Assessments
3. What will we do if they don't?
 - Differentiated instruction & Universal Access
 - Pyramid of Intervention





There is no “instruction manual” to become a
Professional Learning Community

- PLCs adhere to three “**Big Ideas**”:
 - Focus on Learning
 - A Collaborative Culture
 - Focus on Results
- There are **guiding principles** that allow us to adhere to the “Big Ideas”:
 - MISSION & Clarity of Purpose
 - Shared VISION
 - Common VALUES
 - Clearly established GOALS

Mission

The most important question in any organization has to be “What is the business of our business?” Answering this question is the first step in setting priorities. - Judith Bardwick (1996)



				
	Mission	Vision	Values	Goals
Definition	A clear statement of purpose			
Essential Question	Why do we exist?			
Focus	Fundamental purpose for being			
Benefit	<ul style="list-style-type: none"> •Clarifies purpose •Gives meaning to work 			

“Truth in Advertising” Mission

We believe in high levels of learning for all students as the fundamental purpose of our school...

...but ultimately it is up to each child if they succeed or not.

-Mattos, 2007

NOT AT EDMONT!!!

“Truth in Advertising” Mission

We believe all kids can learn...

- ...based on their innate abilities and aptitude.
- ...if they take advantage of what we provide them at school.
- ...if their parents value their child's education and maintain contact with the school if they have any concerns.

Professional Learning Communities at Work, Dufour & Eaker, 1998

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